

Material Processing Center opens in San Diego

By LTA.C. Tuazon
Defense Distribution Depot San Diego

Defense Distribution Depot San Diego and the Fleet and Industrial Supply Center San Diego opened a Material Processing Center at Naval Station San Diego on June 12.

The MPC will perform debulking

and sorting of material before it is moved to the ship, saving ships' crews additional time and effort by not having to perform these functions on board. The deliveries will be tailored to meet the customer's requirements.

The MPC will substantially improve Navy logistics response time and improve pipeline asset visibility by giving ships the ability to determine the status of shipments.

For incoming and outgoing material, there will be improved cross-decking functions to

BG Pillsbury, Commander, DDC, CAPT Dussault, Commander, DDDC, CAPT Berube, commanding officer, FISC San Diego, Richard Strohecker, MPC material handler, DDDC and LSR Rosa Downing, FISC SD at the MPC ribbon cutting.



consolidate incoming shipments, enhanced sorting, manifesting and material delivery to customers. Material received will be readily traceable throughout the process from receipt to ultimate delivery aboard ship.

MPC San Diego is fully operational serving 40 of the finest naval warships. DDDC continues to work with FISC San Diego to refine MPC operations as needed to ensure both homeported and transient ships receive the optimum levels of support.

Army Brigadier General James Pillsbury, Commander, Defense Distribution Depots has also implemented MPCs at Defense Logistics Agency distribution centers in Norfolk, Va.; Puget Sound, Wash.; Pearl Harbor, Hawaii; and Yokosuka, Japan. Jacksonville, Fla., will be added this summer.

Contact your Logistics Support Representative for more information or call 1-877-41TOUCH.

Davis reports aboard as executive officer

Captain Harry W. Davis, FISC San Diego's new executive officer, reported aboard on July 1.

A native of Salem, N.J., Davis graduated from Eastern Kentucky University with a bachelor's of business administration degree in Operations Management. He earned a master's degree in Business Administration from Old Dominion University.

The Captain was commissioned an Ensign in the Supply Corps in 1981. His sea tours include serving as disbursing and sales officer in USS *Texas* (CGN 39); and supply officer on board USS *Caron* (DD 970) and USS *Belleau Wood* (LHA3).

His shore assignments were as aide de camp to Commander, Defense Supply Center (formerly Defense Personnel

Support Center), Philadelphia, Pa., followed by a tour as an item manager / buyer in the Subsistence Directorate, DSCP. He served as director, Servmart Operations and customer service officer at the Fleet and Industrial Supply Center, Norfolk, Va.; as special assistant to the Vice Commander, Navy Exchange Service Command; and as assistant director,



CAPT Harry Davis

Operations and Maintenance Budget Division, Naval Air Systems Command.

He was assigned to the Office of the Under Secretary of Defense, Comptroller as deputy project manager, Defense Travel System; to the Program Executive Office (Tactical Aircraft) as business financial manager, F/A-18 Program; and to Marine Corps Air Station Miramar as supply officer and director of logistics.

His personal awards include qualification as Surface Warfare Officer, Surface Warfare Supply Officer, Naval Aviation Supply Corps Officer, Defense Meritorious Service Medal, Joint Service Commendation Medal, Meritorious Service Medal (three awards), Navy Commendation Medal (three awards), and the Navy Achievement Medal.

Captain's Call

In late July I was very pleased to announce to our Navy Integrated Call Center personnel that a streamlined A-76 process has resulted in a determination that it is most cost effective to keep this function in house. The decision impacts both our NICC personnel and those at FISC Norfolk. My compliments to our A-76 support personnel as well as those personnel in the Call Center. This is the seventh function in FISC San Diego to complete the A-76 review process and the sixth function that was kept in house.

Also on the A-76 front, our Retail Supply Performance Work Statement was approved by higher level review at NAVSUP. This is a very large study area and the PWS is very complex and very well constructed. We also received OPNAV approval to conduct a streamlined study in our affected Information Technology area.

I will be conducting another round of Captain's Calls in August. Of note is the large number of budget issues we have been working with both NAVSUP and the Region. CNRSW is facing a five to six percent funding reduction in fiscal year 2003. Additionally, NAVSUP has been working a number of issues associated with Navy's goal to free up \$10 billion to allow recapitalization of our aging weapons systems.

Many proposals are being discussed and examined, however nothing has been finalized so far. The goal is to identify and implement efficiencies prior to October 2003 to support the next outyear program and budget plan. I will discuss these efforts during my Captain's Calls and will continue to keep you updated as the plans are identified.

I look forward to discussing with you a variety of issues during my



Captain's Calls. Keep charging and work safe!

R. E. Berube

The Network

The Network is an authorized publication published bimonthly for the employees of the Fleet and Industrial Supply Center, San Diego and its sites.

Commanding Officer

CAPT Raymond E. Berube

Executive Officer

CAPT Harry W. Davis

Technical Director

Mike Stames

Public Affairs Officer

Nannette Davis

Public Affairs Specialist/Editor

Susan Civitillo

Public Affairs Specialist/

Photographer

Kim Longstaff

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To submit articles, email:
susan_a_civitillo@sd.fisc.navy.mil.

Visit our web site at: www.sd.fisc.navy.mil.



On May 8, 12 supervisors and officers from FISC San Diego received their Competency Based Certification. Certificates were presented by CAPT Rob Ritchie, FISC's former executive officer, at the All Supervisors Meeting. These supervisors are among 55 current FISC supervisors and officers who have been certified under the CBC program. For more information on the CBC program, contact the program manager, Ellen Fuller, at (619) 532-2615. Back row l to r: Chachi Gorman, Dianne Boykin, Daniel Riem, Ernest Wright, LT Darrell Olsowski, SKC Scott Zemke, and CAPT Ritchie. Front row l to r: SKC William Vitalich, SKC Wenceslao Bassig, SKC Tammie Gallagher, SKCS Maria Aquino, SKC Melinda Garcia, and SKC Danilo Tuason.

CNO introduces "Sea Power 21"

By LT David Ausiello
Naval War College Public Affairs

Chief of Naval Operations Adm. Vern Clark used the Naval War College's 53rd Annual Current Strategy Forum June 12 to introduce his new operational construct for the Navy, entitled "Sea Power 21."

"To prepare for the wide array of threats facing us, we must organize ourselves around a clear, concise, and powerful vision of what the Navy will provide our nation in the decades ahead," said Clark. "This vision must build on U.S. strengths - our asymmetric advantages - such as information superiority, sea control, mobility, stealth, reach, precision, firepower, and persistence."

According to Clark, at the heart of the "Sea Power" construct for the 21st century are three concepts: Sea Strike - the projection of offensive power; Sea Shield - the projection of defensive power; and Sea Basing - the projection of sovereignty. All three team with and provide enhanced support for joint forces afloat and ashore.

"A perfect example is Operation Enduring Freedom. In Afghanistan, 80 percent of Navy strike sorties attacked targets that were unknown to the aircrews when they left the carrier. They relied upon networked sensors and joint communications to swiftly respond to targets of opportunity."

The second phase of "Sea Power 21," Sea Shield, is key to protecting our nation at home and our joint forces forward as well as assuring allies overseas, said Clark.

"Sea Shield extends homeland security to the fullest extent using forward deployed forces, buying time and space for the detection and tracking of threats headed toward our country," Clark continued. "As we look to the future, Sea Shield's littoral control capabilities will build upon a rich mix of manned and unmanned

systems on, over, and below the sea. This combination of platforms, sensors, and weapons will assure access and provide the foundation of battle space dominance."

"Perhaps the most radical change embedded in Sea Shield will be the ability to project defensive firepower deep overland," the CNO added. "New technologies will allow sea-based missiles to engage enemy air targets far over the horizon, before they can threaten joint and coalition forces operating ashore."

In regards to Sea Basing, Clark talked about the advantage of projecting sovereignty around the world.

"The independence of naval vessels operating on the high seas allows us to conduct combat operations anywhere, anytime without having to first ask for permission."

According to Clark, sea-based forces will be aided significantly by the additions of the DD(X) destroyer and its associated family of ships, as well as the next generation of prepositioned shipping, otherwise named MPF (Future).

Over 1,200 people have attended this year's conference, entitled, "Transforming American National Security Strategy in the 21st Century."

One Touch Support now available through the Web

One Touch Support, a Web site for research and procurement of government and commercial parts and material, is now available on the World Wide Web at www.onetouch.navy.mil.

One Touch Support gives fleet Sailors, industrial activities and other support providers the capability to perform integrated technical screening, stock checks, requisition input, requisition status checks and shipment tracking from over 20 government and commercial data sources.

The Web site also includes a streamlined registration process with e-mail notification of approval, single sign on for all one-touch applications, the ability to personalize the site, text only or full graphics views, mouse-over supply code definitions, site and registration tours, on-screen help and much more.

For more information on One Touch Support, contact Phil Dyck, FISC San Diego, at (619) 532-1725 or DSN 522-1725. You may also contact Ms. Bonnie Brown at DSN 430-4166, (717) 605-4166, or by e-mail at: onetouch_navsuphq@navsup.navy.mil.



Sailors attend the Naval Supply Systems Command Enlisted Road Show on July 16 at Naval Station San Diego. The annual Supply Enlisted Road Show is an excellent opportunity for Sailors to obtain critical career information.

DoD moves to improve charge card programs

Special news release from the United States Department of Defense

Under Secretary of Defense (Comptroller) and Chief Financial Officer Dov S. Zakheim announced the results of a task force review into use and management of government charge cards by the Department of Defense.

In March 2002, Secretary of Defense Donald H. Rumsfeld directed Zakheim to review the charge card programs following reports of charge card misuse within the department and to recommend changes to improve DoD charge card performance.

Key task force recommendations include holding DoD accountable officials liable for misuse of purchase cards through new financial measures; pursuing alternative channels for prosecuting fraud; and deploying new data mining technology to automatically detect suspicious transactions.

Many of the recommendations focus on tightening management of DoD charge card programs. DoD will also strengthen internal controls and training, reduce the number of travel cardholders, limit the number of purchase card accounts within the scope of each responsible reviewing official, and reinforce the range of sanctions available to commanders and supervisors for those who misuse or abuse the charge cards.

DoD uses two major charge card programs: purchase cards to buy certain goods and services directly from private sector vendors, and travel cards to pay expenses of DoD personnel during official travel.

Details of the task force recommendations are in the "Task Force on DoD Charge Card Programs Final Report." A copy of the report is available on the Web at www.dtic.mil/comptroller/financialindex.html.

A-76 decision reached in NICC study

On July 15, FISC San Diego commanding officer, CAPT Ray Berube, announced that a decision has been reached to retain in-house the Navy Integrated Call Center function at FISCs San Diego and Norfolk. This decision is the result of a competitive study conducted in accordance with streamlined cost comparison procedures of Office and Management Budget Circular A-76.

The study included a review of 50 civilian positions that perform the NICC function at FISC San Diego, FISC Norfolk and the Naval Inventory Control Point. The government's proposal calls for a workforce of 36 civilian employees.

The decision to retain the NICC in-house was made after the streamlined cost comparisons indicated it is more cost effective to continue to perform the function with government personnel.

Online Gulf War related medical research library

The Department of Defense, Department of Veterans Affairs and the Centers for Disease Control and Prevention, an agency of the Department of Health and Human Services, today announced the launch of an Internet site called Medsearch, a central repository of Gulf War-related medical research. Medsearch can be found on the Internet at www.gulflink.osd.mil/medsearch.

The site is indexed with plain language topic headings so that anyone can readily locate information. Those headings include topics of particular interest to Gulf War veterans that may not be featured in other sources, such as pesticides and depleted uranium.



Workplace Celebration - Members of FISC San Diego Comptroller Team display the certificate and star they were presented on June 12 by CAPT Berube, FISC SD commanding officer. Code 050 was being recognized for providing top-notch financial support services to the Command.



A retirement ceremony was held on July 30 at Pat & Oscar's downtown for members of Code 100. Pictured from l to r are: Dorothy Johnson; CDR Cliff Noe, director; Joni McGlynn; and Ray Denton.

'Saluting Sailors and Their Families' travel contest

By Robin A. Hillyer Miles, Navy Personnel Command MWR Division Public Affairs

The goal of the Navy Morale, Welfare and Recreation's (MWR) Saluting Sailors and Their Families program is to thank the Navy's active-duty Sailors, Reservists and their families for their personal sacrifices and commitment to keep this nation, and others, free. The program consists of numerous trips considered by past winners as "events of a lifetime." Entry is free.

You may enter two contests occurring later this year: *Thanksgiving Week Caribbean Cruise — Holiday on the High Seas*, and *New Year's Eve in New York City II*. Beginning July 8, go to www.mwr.navy.mil and select "Saluting Sailors and Their Families." You may also receive an official entry form and the official rules by e-mailing contestinfo@persnet.navy.mil. Your local MWR office also has entry forms and information.

Entrants must be active-duty members or lawful dependents of the Armed Forces, the Individual Ready Reserve (IRR) and Selected Reserve (SELRES), and active-duty members of the other Uniformed Services, or a family member serving, stationed or residing at a Navy installation, station, unit or ship.

Naval Institute Enlisted Essay Contest accepting entrants

From U.S. Naval Institute Public Affairs

September 1 is the deadline for entering the Naval Institute Enlisted Essay Contest.

The top three essays will be published in the Naval Institute's flagship journal, "Proceedings," and the winning authors will receive cash prizes of \$1,500, \$1,000, and \$500. All enlisted active-duty, reserve, or retired personnel of all service branches and countries are encouraged to submit essays of 2,500 words or less on any subject relevant to military service.

For a complete set of contest guidelines, please go to www.navalinstitute.org, call (410) 295-1058 or e-mail cderby@navalinstitute.org. This contest is supported by the Booz Allen Hamilton corporation.



DoD set to restart Anthrax vaccination program

By Army Sgt. 1st Class Kathleen T. Rhem, American Forces Press Service

Defense Department officials announced June 28 they are restarting a modified Anthrax Vaccine Immunization Program now that the vaccine provider has passed Food and Drug Administration (FDA) scrutiny.

Only service members, essential civilians and contractor personnel going to or serving in high-threat areas will receive the vaccine, said Dr. Bill Winkenwerder, assistant defense secretary for health affairs.

Winkenwerder said DoD medical officials hope to start vaccinating targeted service members 45 days before they deploy. The anthrax vaccine requires six shots over an 18-month period for maximum immunity, but a relatively high level of immunity is reached after the first three shots, he explained.

Individuals who started the six-shot series under the previous guidelines will resume the series where they left off.

Others who started the shots previously but are not currently covered under the new program will receive the rest of their shots "later into 2002, possibly as late as 2003," Winkenwerder said.

The vaccination program will remain mandatory for troops in areas covered by the policy.



**LT
Cody
Hodges**



LT Cody Hodges was born in Logan, Utah, and raised in the neighboring town of Preston, Idaho. He began his Naval career as a Midshipman in Naval ROTC at UCLA, and graduated from Loyola Marymount with a bachelor's degree in Business Administration with an emphasis in Marketing.

His sea tours include serving as assistant supply officer, sales officer, disbursing officer, helicopter control officer, and as a member of the Damage Control Training Team aboard USS *John Hancock* (DD 981); and as supply officer in USS *Vandegrift* (FFG 48).

Hodges was also assigned to the Administrative Support Unit Manama, Bahrain, where he served as base services officer and NAVCENT/ASU VIP coordinator.

The lieutenant earned a dual master's degree in Acquisition/ Contracting and Financial Management from the Naval Postgraduate School. While in Monterey he was selected to participate in the CNO sponsored "Thirty Something Program" where he and 20 junior officers developed their ideas on improving the future of the Department of the Navy.

Hodges is an avid sportsman, traveler, fashion consultant and wine connoisseur. He enjoys

continued on next page...

Caro named Senior Sailor of the Quarter

Captain Ray Berube has selected Storekeeper 1st Class Maribel Olay Caro as FISC San Diego Senior Sailor of the Quarter for third quarter fiscal year 2002.

SK1 Caro serves as Foreign Military Sales analyst, Financial Management Division. Her collateral duties include FISC Broadway fire warden, Storekeeper training petty officer, and log custodian.

As an FMS analyst, Caro has flawlessly monitored and validated obligations of FMS allotment issued by Naval Sea Systems Command for foreign military Navy ships consisting of 11 countries for a total amount of \$24.5 million.

In addition, she has meticulously researched and reviewed 2,545 FMS over-aged requisitions valued at over \$1.2 million for fiscal years 1995 and 1999. Her research enabled the de-obligation of 244 requisitions and the successful recoupment of \$302.6 million.

Also, her expeditious and skillful validation of 226 FMS requirements led to the reclamation of \$15,100.

Being first to volunteer is Caro's trademark. She was a member of a



working committee during the Navy 16th Original Bay Bridge Run/Walk 2002 and during the FISCSD 2002 Supply and Food Expo.

She is actively involved in the "Meals on Wheels" program and volunteers additional hours at the Navy Integrated Call Center. Caro also took part in the Commander, Navy Region Southwest Operation Clean Sweep along the San Diego Bay and park.

Mike Marmolejo, director of Financial Operations, endorsed Caro's selection as Senior Sailor of the Quarter. "SK1 Caro has provided exemplary support and is always willing to go beyond and take the next step to get the job done," said Marmolejo. "She is highly motivated and her significant contributions with the FMS backlog saved the Navy millions of dollars."

Vazquez named Junior Sailor of the Quarter

Captain Ray Berube has selected Storekeeper 2nd Class Ramiro Vazquez as FISC San Diego Junior Sailor of the Quarter for third quarter fiscal year 2002.

As part of the Logistics Support Center, it is SK2 Vazquez's primary duty to provide customer service to 50 homeported ships as well as all visiting ships, both U.S. and foreign. His collateral duty is serving as training petty officer.

Vazquez expertly planned and orchestrated the FISC San Diego 2002 Supply and Food Expo, considered the most successful Expo to date. FISC hosted over 75 DoD activities and commercial vendors while educating over 2,500 fleet and ashore attendees on the latest supply products and technologies.

As part of his customer service duties, Vazquez conducted briefs for



seven ships visiting San Diego, including four Japanese ships. He also arranged the delivery of more than 30 pallets of material to all visiting ships.

In addition, he assisted with presentations for executive visitors, VIPs and foreign dignitaries to the Logistics Support Center.

"SK2 Vazquez is an outstanding contributor to the LSC and a very valuable team player. He thoroughly deserves this award for his conscientious and committed support of visiting ships to San Diego," commented Royal Navy LCDR Aidan Talbott, LSC director.

NPC's new Customer Service Center gives Fleet reason to cheer

By LTJG Bill Danzi, Center for Career Development Public Affairs

Navy Personnel Command now brings its support to Sailors around the world, unveiling the first-ever military customer service center at 1-866-U-ASK-NPC.

All officer and enlisted personnel will be able to access information via the telephone or a Web-based application. They can "call to resolution" and speak directly with an agent, 12 hours per day from 7 a.m. to 7 p.m. Central Standard Time, Monday through Friday.

Overseas callers may dial (901) 874-5672, and DSN callers can dial 882-5672 to reach the Customer Service Center.

Members will soon be able to "click to resolution" 24 hours per day via a

Web-based application accessed from a link on <http://www.staynavy.navy.mil>.

Sailors may also write csc@persnet.navy.mil to contact the center. Each unresolved query will be assigned a service request identification number, allowing Sailors to monitor their question until it is answered to their satisfaction.

The center will provide a wide variety of answers and references to career information questions including: CSB/REDUX, SRB, ESR/PSR, ODC, evals/fitreps, education/MGIB, and latest NAVADMINs.

To find out more about the Customer Service Center, go to <http://www.staynavy.navy.mil>.

Navy announces High Year Tenure policy revision

From Chief of Naval Personnel Public Affairs

The Navy has revised its High Year Tenure (HYT) policy for two paygrades to levels that ensure continued healthy promotion opportunity for rising career-minded Sailors.

The HYT limit for E-4 has been lowered from 12 to 10 years, while the HYT limit for E-6 was lowered from 22 to 20 years. HYT limits for E-5, E-7, E-8 and E-9 remain unchanged.

No Sailor affected by the new HYT limits will be required to separate or transfer to the Fleet Reserve (FLTRES) prior to Sept. 30, 2003. The revision will be carefully phased-in to minimize the impact on Sailors affected by this initiative.

Affected personnel are authorized to compete for advancement in fiscal year 2003: E6s may take the January 2003 CPO exam and E4s may take the September 2002 and March 2003 advancement exams.

Sailors impacted by the reduced HYT limits and under orders or with an upcoming projected rotation date should contact their rating detailer.

For more information on the revised High Year Tenure policy refer to NAVADMIN 208/02 at: www.persnet.navy.mil/navadmin/nav02/nav02208.txt, and see your command career counselor.

In Memoriam

Alberto G. Ferrer, Code 50, passed away July 30.

Al began federal service with FISC SD in May 1997. He performed superbly as the assistant funds administrator for the Navy BP28 Stock Fund.

Al will be missed by all.

Lt. Hodges cont. from page 6...

mountain biking, volleyball, running, golf, and basically any other sport. Since arriving in San Diego he has taken upon the discipline of Tai Chi.

His first nine years in the Navy has afforded him the chance to travel the world. He enjoys being able to claim having been on every Continent except Antarctica. A few of his worldly accomplishments include climbing Mount Moses, Mount Fuji, and the Great Wall of China.

If you're looking for a good bottle of wine or a fashion tip, Cody is more than willing to give you his educated opinion.

His greatest joy is spending quality time with his wife Karen, son Christian Alexander, daughter Mia Isabel, and his two dogs Paquito and Palomita.



Military News

DoD pays employees' FEHB premiums for Guard, Reserve members called up

By Gerry J. Gilmore
American Forces Press Service

Some Department of Defense civilian employees in the Reserve components who are called to active duty will see Uncle Sam pick up their Federal Employee Health Benefits Program premiums.

The new personnel policy, recently authorized by Deputy Defense Secretary Paul Wolfowitz, applies to call-ups for contingency operations under Title 10 of the U.S. Code.

Depending on their health care plan, participants can save up to \$50 a week.

Eligible DoD civilians also may obtain retroactive reimbursement of their FEHBP premium payments if they were called to active duty for certain crises on or after Dec. 8, 1995. Filing procedures for these payments are still being developed and will be announced when available.

Reserve component members affected by the retroactivity policy change include those called to active duty in support of operations in:

- Bosnia, by Executive Order 12982, effective date Dec. 8, 1995
- Iraqi Crisis, by Executive Order 13076, effective date, Feb. 24, 1998
- Kosovo, by Executive Order 13120, effective date, April 27, 1999
- Sept. 11 terrorist attacks on America, Executive Order 13223, with effective date Sept. 14, 2001



Commodore Nick Harris, the British Naval Attaché, visited Royal Navy LCDR Aidan Talbott, LSC director, on June 7 as part of the Personnel Exchange Program between the United States and British navies.

To be eligible for retroactive reimbursements, the DoD civilian employee must have been enrolled in the FEHBP at the time of call-up and elected to continue coverage while on active duty; a member of the Reserve components of the armed forces; ordered to active duty voluntarily or involuntarily in support of a contingency operation as defined in Section 101(a)(13) of Title 10, U.S. Code; and placed on civilian leave without pay or separated from service to perform active duty.

The maximum period of eligibility for each period of active duty is 18 months.

DoD civilian employees who are guardsmen are ineligible for reimbursements for periods they are or were ordered to duty under Title 32 of the U.S. Code or any provisions of state, territorial or District of Columbia codes.

Current eligible participants must provide their personnel administration offices with an official written copy of orders stating they are being assigned to active duty in support of a contingency operation under the Title 10 authority.

Upon receipt of valid military assignment orders, the service member's personnel office will prepare and forward the required paperwork.

For more information, go to www.defenselink.mil.

Visit FFSC for a smooth move

The Relocation Assistance Program at the U.S. Navy's Fleet and Family Support Center could provide the help you need for a smooth move - right down to enough pots, pans, dishes and silverware to fill the kitchen sink.

The RAP is designed to help all service members - single or married, Sailor or soldier - make their transition to another base easier.

The program offers helpful insight into the service member's new town and surrounding area, including contact information and resources for new arrivals. RAP also provides workshops on making a smooth transition, orientation videos and a lending locker for basic household goods upon arrival.

In addition to the RAP, Sailors can find relocation resources at these military Web sites:

-www.lifelines2000.org/services/relocation/index.asp
-<http://207.132.136.34/navsuphhg/index.htm>.

These sites can help service members with information about employment, the local economy, government services, housing and schools. There is also information about remote duty, advance pay, renting and buying homes, pet quarantine and DoD schools. The sites will also help with questions on entitlements, weight limits, POVs and self-moves.

The FFSC provides operational, mobility and counseling support to service members and their families, helping them adapt to Navy life and maintain self-sufficiency. FFSC services are a benefit free to all service members, single or married, including Reserves, retirees and DoD civilians in overseas locations.

For more information on FFSC and its programs, or to locate the nearest Center, visit FFSC on the Web at www.persnet.navy.mil/pers66.

E-Books pilot available on Navy E-Learning Web site

By LTJG TamiLee Thielke, CNET Public Affairs

Navy E-Learning, the Navy's distance learning program, initiated a new pilot recently. Books 24X7 will be available on the Navy E-Learning Web site from July 8 to Aug. 17. Books 24X7 provides access to hundreds of e-books contained within the IT Pro and Business Pro collections.

The IT Pro Collections is targeted toward technology professionals, including developers, administrators, technology executives, and technology representative. The Business Pro Collection includes topics such as business skills and professional development. Books 24X7 is provided by SkillSoft Corporation, who also supplies over 450 soft skill courses on Navy E-Learning.

According to Peg David, the Navy E-Learning program manager, the pilot

is being conducted to test the e-book product and see if it meets the needs or requirements of our Sailors and Marines in the fleet, and other Dept of the Navy users.

"We want to determine if E-Learning customers will apply e-books to enhance their experience while taking online courses or apply them in other areas of their professional or personal growth," said David.

The Navy E-Learning Web site is available to active-duty Sailors, Marines, Department of the Navy civilian employees, reservists, retirees and family members of active-duty military at www.navylearning.com and www.navylearning.mil. Access to the Books 24x7 pilot on the Web site can be found under the "What's New" section and in each user's individual "Learning Plans" after they log in.

FISC San Diego Training Calendar for August 2002

To enroll in any of the following classes call (619) 532-2038 (DSN 522) or send an email to fiscsd_training@sd.fisc.navy.mil.

To find more information on training courses and programs, online learning, and your training record, log on to the FISC Employee Extranet at https://Extranet.sd.fisc.navy.mil/training_set.html.

Gung Ho

August 7-8, 8 a.m. – 4 p.m.
FISC Bldg. 1, 3rd Floor, Eagle Room

Number Skills

August 13-15, 8 a.m.-12 p.m.
FISC Bldg. 1, 3rd Floor, Eagle Room

Who Moved My Cheese

August 15, 8 a.m. – 4 p.m.
FISC Bldg. 1, 3rd Floor, Nautical Room



The Contracting Opportunities Center presented a training session to FISC procurement employees on the services they provide. The mission of the COC is to educate San Diego small businesses on how to do business with federal, state and local government agencies. Pictured from l to r are Jim Conrad, COC, James Brawley, Code 200, Francesca McKeown, COC, Gary Thomas, Code 200.



CAPT Berube presented a Roosevelt Middle School student with an Academic Achievement award at the RMS graduation ceremony held on June 17 at the San Diego Zoo.



Wayne Franklin



Occupation: Personal Property Director.

Birthplace: Lewisville, Ark.

I graduated from: Community College of the Air Force.

What brought me into civil service:

Desire to use and further develop personal and professional skills acquired from serving as a traffic manager for 28 years in the U.S. Air Force.

Hobbies: Golf, Oil Painting.

Nobody knows: I love the theater and art museums.

Pet peeve: Laziness.

If I could, I would change: The way we complete personal property move paperwork by integrating personnel, finance and personal property information technology.

Secret to success: Hard work, tenacious appetite for learning.

If I could do it over, I'd: Spend more time with family.

The last good book I've read: John Grisham's "A Painted House."

Favorite quote, motto or phrase: If you do what you've always done you're going to get what you've always got.

Favorite singer/group: Garth Brooks.

I wish I could stop: Procrastinating

The one thing I like best about myself: I'm easy-going.

I am most proud of: My family.

Enterprise News Briefs

The **Naval Supply Systems Command Conference Room Pilot team**, from the Financial Management and Comptroller Department, received the Assistant Secretary of the Navy (Financial Management and Comptroller) annual team award for 2001-2002. The CRP team received the top Navy award for using a commercial software package to consolidate financial information into one source, creating an efficient, streamlined process that reduces time-consuming data research.

Ms. Katherine R. Rachubinski, contract specialist on the Auxiliary Power Unit/Total Logistics Support program, **Naval Inventory Control Point**, was presented the Ida Ustad Award For Excellence in Acquisition by the General Services Administration. The annual award recognizes an individual federal employee whose actions demonstrate or embody the concept of "contract specialist as business leader/advisor."

The **Performance Based Logistics (PBL) Tire Team**, from NAVICP Philadelphia, was named by the Secretary of the Navy as a winner of the fiscal year 2001 Department of the Navy Competition and Procurement Excellence Award.

Rear Adm. William J. Maguire relieved Rear Adm. Steven W. Maas as Commander, **Navy Exchange Service Command**.

NEXCOM recently honored Navy Exchanges for excellent customer service. Special awards were presented to **NEX Jacksonville** and **Marsha Brooks**, general manager; **NEX Roosevelt Roads** and **Tom Goodman**, general manager; **NEX Willow Grove** and **Brian Hackett**, general manager; **NEX Orlando** and **James Dow**, general manager; and **NEX Guantanamo Bay Cuba** and **Jack Crotty**, general manager.

NEXCOM recently recognized those Navy Exchanges with exceptional performance over the past year in serving their customers. The winners of the prestigious Bingham Award for 2001 are: **Roger Wallace**, **Naval Exchange Detachment Moron**; **Linton Browning**, **Naval Regional Contracting Center Singapore**; **Wendy Burdette**, **Naval Support Activity Souda Bay**; **David Ensor**, **Commander, U.S. Naval Forces Fleet Activities Marianas**; **Cathy Stevens**, **Naval Surface Warfare Center Indian Head**; **Kenneth Beauvais**, **Naval Surface Warfare Center Dahlgren**; **Larry Kure**, **Naval Submarine Base San Diego**; **Brenda Dell**, **Norfolk Naval Shipyard**; **Dino Tsakonas**, **Naval Air Station Patuxent River**; **Tess Paquette**, **Naval Air Station North Island**; and **Mike Cottrell**, **Navy Region Hawaii**.

A ceremony was held June 6 to launch a singular contracting partnership among the **Fitting Out Supply Support Assistance Center**; NISH, a central not-for-profit agency; and the Army's Training and Doctrine Command for shipboard and shore-based logistics services. TRADOC awarded an Indefinite Delivery / Indefinite Quantity contract under the JWOD Program to provide logistics services to DoD and other Federal agencies with specific emphasis on Navy customers.

Officers representing the **Navy Supply Corps School** and the Navy were recognized along with over 100 other military service members from the Atlanta area during the annual Atlanta Regional Military Affairs Council luncheon in April.

Two teams representing the NSCS participated in the 10th annual American Cancer Society Relay for Life in Athens, Ga. The event helped raise a total of \$475,000 for the American Cancer Society - \$4,150 coming from NSCS.

On July 19, **CAPT Sylvester Abramowicz** relieved **CAPT Daniel Smoak** as commanding officer, **FISC Yokosuka**.

Storekeepers stand watch at the Veteran's Stand Down

By Susan Civitillo, FISC Public Affairs
and SKC Richard Atencio, Code 121

They were only asked to volunteer for one day and they could have received a day off as compensation, but these four storekeepers wouldn't hear of it.

Instead, for a week they went to sleep around 1-2 a.m., and were back to work as early as 6:30 a.m. the next day without any mention to anyone of the work they just did.

Storekeeper 1st Class (Surface Warfare) Rex Soria, Storekeeper 1st Class Maribel Caro, and Storekeepers 2nd Class Eugene Cabarrubias and Mario Medina were standing security watches at San Diego High School for the annual Homeless Veteran's Stand Down sponsored by the Vietnam Veterans of San Diego from July 8 through 15.

At the Stand Down hundreds of homeless veterans are provided with a

wide range of necessities including food, clothing, medical, legal and mental health assistance. It is also an opportunity for the veterans to experience camaraderie and companionship.

The commitment and dedication of these Sailors to other off-duty projects is also worthy of recognition.

SK1(SW) Soria created a Storekeeper in-rate training program. He also became the Command's career counselor, PRT coordinator, CFC keyworker, Meals on Wheels coordinator, PSD liaison and leading petty officer.

SK1 Caro inventoried all fire extinguishers in building one and established a monthly visual check. She also assumed the unofficial role as the welfare and recreation coordinator for the small military group and coordinated numerous luncheons to encourage teamwork and unit integrity.

SK2 Cabarrubias took advantage

of the opportunity to make a difference to the maintenance and cleanliness of our government vehicles. He also helped coordinate off-duty community projects and has been instrumental in team-building success.

SK2 Medina is truly dedicated to his work. He was once given a 96-hour special liberty chit from the Commanding Officer for re-enlisting. He never used it. He is also FISC emergency key custodian and Inventory's plant and minor property custodian.

"This is the second year they participated in the Veteran's Stand Down," commented Sylvia Geering, Inventory Management supervisor. "Their willingness to volunteer for this and other community affairs is a great credit to the Navy and especially to FISC. Once again, FISC personnel have demonstrated to members of the civilian community the 'can-do' attitude of our Sailors."



FISC SIMA's SK2 Ernestine Burton, SK2 Jennifer Gore and SK3 Danielle Bottomley at their frocking ceremony on June 14.

New Arrivals

Congratulations to LT Fred Dini, Code 240 and his wife on the birth of their daughter Chiara on July 22.

Letter of Appreciation

SKCM Benjamin Hebron, SKC Phillip Swartzlander, SK2 Ramiro Vazquez, SK2 Mathouchanh Srioudom, SK2 Ryan J. Bessemer, SH2 Felix Vicente, and FISC Code 100N for logistics

support provided for the Material Processing Center Ribbon Cutting. **Manny Anulao** for logistics support provided to the USS *Denver* (LPD 9).

Customer Satisfaction Survey

Iris J. Washington for contracting support provided to the Naval Postgraduate School.

Mary O'Brien and **Diane Hall** for contracting support provided on a continuing basis to the Fleet Technical Support Center, Pacific.

Ted Santos and **Ralph Franchi** for contracting support provided to NHRC and NAVSEA for an urgent order of materials.

Ray Gomez for coordinating tours for the students of the Bulk Fuels Shore Technician course.

James Browley for contracting support provided to HSV Joint Venture.

Contracting Dept., Fuel Dept., and Logistics Support Center for outstanding support provided to the USS *Rainier* (AOE 7) during her combat stores load.

Letter of Commendation

SK2 (SW) Michael Malloy for performance of duties as a customer service/issue and stow storekeeper from July 1999-July 2002.

Navy and Marine Corps Achievement Medal

SKC (SW) Richard Atencio for professional achievement as FISC SD inventory manager and leading chief petty officer from July 1999 to Aug 2002.

Renlistments

SKCS(SW) Maria Aquino
SK2(SW) Mario Medina

Retirements

Thomas Pierce, FISC Seal Beach Detachment.

Lynsey Auringer, FISC NADEP North Island site.

Lois Jordan, **Glenda Devaney**, **Craig Christianson**, **Joni McGlynn**, **Dorothy Johnson**, **Ray Denton**, **Abundio Solomon**, **Diane Bastek** and **George Kennedy**, FISC SD.

AI - Artificial Intelligence? . . guess again

By Darlene Shaw, Code 040 and
LT Fred Dini, Code 240

"AI" is also the acronym for Appreciative Inquiry. This is a process which is used to transform organizations by focusing on the positives - what the organization is doing well, instead of the negatives - what the organization is doing poorly.

Sounds like a crazy idea? Most people would agree. What is amazing though is the success stories that have resulted from the application of this rather simplistic process.

The eKnowledge Center at www.eknowledgecenter.com describes AI's origins as follows:

AI evolved from the 20th century philosophy of Constructionism - a philosophical approach that recognizes that humans construct their experience of reality through their choice of language. In other words, what we talk about determines what we notice, and what we notice becomes our reality.

So in practical terms, how is AI applied? An organization will assess itself for existing examples of positive behaviors. Once this data is collected, a focused effort will be made by Management to bring attention to these positive elements of the organization. For many of these behaviors, although they are positive, they may not have been noticed much in the past.

A commonly heard statement is that "everything in life is a choice." AI practices this concept by *choosing* to focus on the positives instead of the negatives. In case studies, what usually follows this positive focus is an increase in innovation and creativity in the organization. Employees and managers are energized with positive motivation to pursue new projects and

www.govbenefits .com

By Darlene Shaw, Code 040

There is a great Web site available to citizens called GovBenefits at www.govbenefits.com. This site is a partnered effort of several government agencies including the departments of Agriculture, Education, Energy, Health and Human Services, Housing and Urban Development, Justice, Labor, State, Veterans Affairs; the Federal Emergency Management Agency, and Social Security Administration.

Together these agencies have provided an initial online screening for 85 government programs. The site's ultimate goal is to provide screening for all government programs.

By answering an online survey that does not require the user to submit any personal information, the site provides a report of programs for which the user may be eligible. The report provides a brief description of the program and the managing agency. It includes a section titled, "Program Contact Information & Web Resources" that gives more detail and



Web links. Sometimes there is also a Frequently Asked Questions link.

I tested the site by answering the survey questions. This resulted in the identification of seven programs to which I might be eligible. Six programs were based on my goal of going back to school for a master's degree. The last program identified was based on my homeowner status. I would not

have expected eligibility results from any other types of programs so it was pleasing to

see an accurate result based on my input.

A user can also search for specific programs by using the search box in the top left corner. I tried this by entering the word "student." This resulted in 11 programs. It included the six programs received by completing the survey. The other five results would have been excluded by the information submitted in my original survey. The results from the two methods of inquiry indicate the site works consistently based upon the data submitted by the user.

This is a very useful tool that anyone who has access to the internet can use. Recommend it to coworkers, friends, and family - it could be just the information that someone needs!

new directions which result in organization transformation.

Avon Corporation used the AI process to successfully deal with gender conflict and diversity issues. They used AI as a last resort after they had tried many other problem-solving strategies. Their issue was numerous lawsuits and complaints which increased in volume every year. The first action they took was to solicit stories from their employees about good working relationships between women and men. Then they trained employees in AI interviewing. The trained employees conducted hundreds of interviews to gather data about good relationships. These stories uncovered important best practices which were formally indoctrinated throughout the

corporation. The organization was transformed - lawsuits and complaints decreased.

The CNO's Leadership Summit held in December 2001 used AI as a technique to work with military members on the subject "Bold and Enlightened Leaders at Every Level." A total of 260 attendees participated in the exercise. This process resulted in 30 pilot projects which can be viewed on the Summit Web site, www.cee.nps.navy.mil/NewSite/leadership_summit.htm.

For more information on the subject of AI, do an Internet search on the term. There are numerous Web sites available that can provide guidance and services on this subject. Better yet - give AI a try, it might just surprise you!